

DWLP09

Senedd Cymru | Welsh Parliament

Pwyllgor Diwylliant, Cyfathrebu, y Gymraeg, Chwaraeon, a Chysylltiadau Rhyngwladol | Culture, Communications, Welsh Language, Sport, and International Relations Committee

Datblygu'r ddarpariaeth Gymraeg ôl-16 | Development of post-16 Welsh language provision

Ymateb gan Cyngor Gweithlu Addysg | Evidence from Education Workforce Council

We wish to highlight two areas, relevant to our remit¹, that we think are critical to advancing progress towards Welsh Government's 2050 one million Welsh speakers target.

Recruitment and retention of Welsh medium (WM) educators

As of 2023, the proportion of EWC registered Further Education (FE) teachers declaring themselves able to speak Welsh stood at 19.9%. Equivalent figures for FE learning support workers and work-based-learning (WBL) practitioners were 16.7% and 15.8%².

A significant increase in these numbers is essential, as is ensuring that WM educators have appropriate subject specialisms. However, recent growth in WM capacity within the post-16 workforce has been modest.

Our core function to promote careers within the education workforce is supported by Welsh Government grant funding and includes ongoing development of the advocacy and advisory services provided through [Educators Wales](#). EWC officers also undertake targeted recruitment work focussed on specific groups, including Welsh speakers³. It is vital that funding for these

¹ As the independent, professional regulator for the education workforce in Wales, our regulatory role covers teachers and learning support staff in school and further education settings, qualified youth/youth support workers, and work-based learning practitioners

² Percentage of registrants who have declared whether they are fluent or fairly fluent, in the Welsh language

Alongside two other priority groups (individuals from black, Asian and minority ethnic backgrounds and those specialising in STEM subjects).

initiatives is maintained, to ensure we can continue to attract talented individuals within a competitive labour market.

High quality resources and professional learning

High quality professional learning to develop the Welsh language skills of all practitioners is crucial. This must include a range of interventions to meet different needs, including those of practitioners who identify as Welsh speakers who have not declared themselves as able to work through the medium of Welsh.

Through the Educators Wales website we signpost a range of Welsh language professional development opportunities. The National Centre for Learning Welsh offers a comprehensive range of content for learners of all abilities, whilst Coleg Cymraeg Cenedlaethol's Sgiliaith programme (aimed at increasing the proportion of FE staff offering bilingual education) and Gwreidio scheme (focussing on building bilingual staff communities within the post-16 sector) are valuable resources for upskilling the workforce and building confidence.

However, the professional learning offer must continue to be supported and developed. Equally importantly, employers need to ensure that practitioners can effectively access and engage with these opportunities.

It is also essential that high quality WM resources are provided to support teaching and learning. This must include continued investment in developing bilingual course content that supports the P.16 workforce and helps ensure learners are able to study their chosen subject through the medium of Welsh.
